

SPEAKERS

WOMEN IN PUBLIC SERVICE CONFERENCE PORTSMOUTH, VA

Opening Ceremony



Tonya Chapman

In January, 2014, Governor Terry McAuliffe appointed Tonya Chapman to serve as the Commonwealth of Virginia's Deputy Secretary of Public Safety and Homeland Security. Immediately prior to her appointment, Tonya was the Deputy Chief of Police for the City of Richmond Police Department.

Tonya has over 24 years in law enforcement. Serving as Deputy Chief for Richmond provided her the opportunity to oversee daily operations in matters of policy, human resources, fiscal management, accreditation, strategic planning, recruitment, training, technology, intelligence led policing, and emergency communications.

Due to her proven leadership abilities, the CAO appointed her as the Interim Director of the Department of Social Services for the City of Richmond. She was responsible for strategically managing overall operations and policy development for Economic Support & Independence (Benefits), Children, Families, & Adults (Social Work), Finance & Administration Divisions, and the Comprehensive Services Act (CSA).

Tonya previously spent 22 years with the Arlington County Police Department. Having sixteen years of supervisory experience and nine years of command experience allowed her to demonstrate a strong record of achievement as Commander for Patrol, Human Resources, Information and Technology, and Criminal Investigations. Additional experiences include incident command, forensics, employee development, community policing, public relations, and school safety.

Tonya is enrolled in the PhD program at Virginia Tech. Her field of study is Public Administration/Public Affairs, with a concentration on Homeland Security. She currently has a Master of Public Administration and a Master of Business Administration, both from Virginia Tech. Additionally she has completed PERF and Harvard University's Kennedy School of Government's Senior Management Institute for Police.

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Michael Wriston

Dr. Michael J. Wriston is a native New Englander, an avid outdoorsman, and proud father of four highly focused and principled sons. A former HR Executive, Dr. Wriston received his doctorate in Organizational Psychology from the University of Tennessee and was an award-winning member of the adjunct faculty at the University of Richmond for over twenty-five years.

As President, and founder, of The Competitive Edge, Michael has been a successful independent consultant for over twenty years helping organizations, teams and individuals to develop the clarity, skills, confidence and environment necessary for extraordinary levels of achievement. His clients have included both large multi-national corporations and small local organizations, in both the private and the public sectors, for-profit and non-profit, including representatives from virtually every conceivable industry. He is also a published author and a leading expert in the 'art and science' of 'talent development'.

B. J. Roberts attended the Thomas Nelson Regional Police Academy in 1972, and subsequently earned a Bachelor of Science Degree in Business Management from Hampton University in 1986. Sheriff Roberts completed the Northwestern University Public Safety Management School in Evanston, Illinois; the National Sheriffs' Institute (NSI) program, conducted at the National Institute of Corrections Center at Longmont, Colorado, the Virginia Sheriffs' Institute's Chief Executive Training program; and the Civic Leadership Institute in 2004.



Sheriff B.J. Roberts

Sheriff Roberts began his law enforcement career as a patrolman on the Newport News Police Force followed by 19 years with Hampton University's Campus Police, where he moved through the ranks to become the Director of Police and Public Safety. Sheriff Roberts was elected as Sheriff in 1992, for the City of Hampton.

He served as President of the National Sheriffs' Association for 2010 to 2011, during which time he worked to advance and protect the legislative goals of the nation's sheriffs on Capitol Hill and met with officials from both the administration and various federal law enforcement agencies to ensure the concerns of the nation's sheriffs were being heard and taken into consideration.

Additionally, under his leadership, the Hampton Sheriff's Office received the distinguished Triple Crown Award. The Triple Crown designation recognizes those departments that demonstrate outstanding commitment to public safety, security, well-being of jail inmates and efficient business practices. It represents the department's acceptance of the obligation to continue the quest for professional excellence and provides stronger defense against lawsuits and citizen complaints.



Sharrelle Higgins

Sharrelle Higgins has dedicated her life to supporting, engaging, encouraging and empowering women to achieve their professional and personal goals. Her company, Ouchbby Productions, offers motivational speaking and life coaching for women. The motivational speaker series are designed to encourage authentic connections within and with others. These series support women through convictions, help them understand the power of their class, give them strength to have the necessary conversations, and most importantly show them how to take control and ownership of their confidence, career, and personal successes.

Sharrelle Higgins has 25 years of experience motivating, mentoring and coaching women for personal and professional success. She received her B.S. Degree from Virginia State University and her Coaching Certification from George Mason University. She lives in Virginia with her husband of 23 years and two children.

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PORTSMOUTH, VA



Barbara Russo

Barbara R. Russo, Ph.D. is an 18-year veteran of the fire service, serving as a volunteer and career professional, most recently as the Division Chief of Training and Standards for the City of Jacksonville (NC) Fire Department (2009-2012).

She returned to the academic setting in the Fall of 2012 to head the Fire and Emergency Services Administration bachelor's degree program at Fayetteville State University (NC) where she also serves as an Assistant Professor as a member of the Government and History faculty where the program is housed. In the spring of 2014 the program was granted FESHE Recognition through the United States Fire Administration and National Fire Academy and students are offered nine courses that meet the minimum standards of excellence established by FESHE professional development committees and the NFA.

She earned her Doctorate of Fire and Emergency Management Administration from Oklahoma State University in 2013 and holds a master's degree in the same discipline also from OSU.

Among her publications are Phillips, B. & Russo, B. (February 2012). Gender and Disasters: Needed Basic and Applied Research. Emergency Management Review, Vol. 1, Issue 1. Russo, B. (December 2013) and Women Firefighters' Strategies For Advancement In The Fire Service: Breaking Down Barriers In Gender-Based Occupations (Dissertation for Oklahoma State University).

She has had the privilege of presenting at the 2015 Virginia Fire & Rescue Conference, International Association of Women in the Fire & Emergency Services 2015 Leadership Conference, and 2015 Fire-Rescue International. She is currently serving as an advisor and subject matter expert with the Metropolitan Fire and Emergency Services Board (Melbourne, Australia) in an effort to establish an ongoing dialogue addressing issues facing women in the Australian fire and emergency services.



Art Jackson

Art Jackson is a professional speaker, executive coach, and the President of Eagle's Nest Performance Management, Inc. He is a recognized expert in the areas of leadership, performance improvement, and interpersonal skills. Art is the originator of the Purpose Centered Leadership™ system that has been used to improve performance in many facets of public and private life.

He is a graduate of the United States Military Academy at West Point and Lesley University in Cambridge, Massachusetts. He holds a Bachelor of Science degree in Engineering and a Master of Science degree in Management. Art is presently earning a Master of Theology degree.

Art is currently an adjunct professor at the USDA Graduate School; conducts strategic planning for the Department of Homeland Security; and presents leadership training for members of the US Central Intelligence Agency.



Linda Willing

Linda F. Willing worked for more than 20 years in the emergency services, including 18 as a career firefighter and fire officer. For more than 15 years, she has provided support for fire and emergency services and other organizations through her company, Real World Training & Consulting.

Linda's work focuses on developing customized solutions in the areas of leadership development, conflict resolution, diversity management, team building, communications and decision making. She is the author of "On the Line: Women Firefighters Tell Their Stories." Linda is also an adjunct instructor and curriculum advisor for the National Fire Academy Executive Fire Officer Program. She has a B.A. in American Studies from the University of Pennsylvania, an M.S. from Regis University in Denver in Organization Development, and is a certified mediator.

SPEAKERS

WOMEN IN PUBLIC SERVICE CONFERENCE PORTSMOUTH, VA



Retired Chief Mary Beth Michos

Mary Beth Michos served for nearly 13 years as the Fire-EMS Chief in Prince William County, Virginia, leading a 450 person career department which worked in tandem with 12 volunteer companies in the county.

In Sept. 2007, Mary Beth was appointed as Deputy Executive Director, Administration and Operations Chief, for the International Association of Fire Chiefs (IAFC) in Fairfax, VA. There, she was responsible for internal operations, overseeing all of the administrative departments, development and management of new programs for the fire and emergency services, and development and implementation of new educational and professional development programs.

Since Oct. 2012, Mary Beth has worked part-time as Senior Advisor at the IAFC, focusing her efforts on developing the Fire Service Executive Development Institute with a grant from Motorola Solutions Foundation.



Btn. Chief Lisa Baker

Battalion Chief Lisa Baker has been with the fire service for 22 years, all of which have been with the City of Oakland California Fire Department. For the past 6 years she has served as a Battalion Chief for Battalion 4 and Assistant Safety Officer.

She is a graduate of the Executive Fire Officer Program at the National Fire Academy, Chief Officer Certified (CFO) and a member of the International Association of Fire Chiefs (IAFC) Professional Development Committee.

Chief Baker has earned a Master's degree in Leadership, a Bachelor degree in Applied Studies, and Associate's degree Fire Science.



Dr. Susan Williams

Dr. Susan Williams is the Organizational Development Manager for the Virginia Department of Corrections. She has been with VADOC for 7 years, and from 2008 – 2014 was the Mental Health Supervisor for Community Corrections. She is a Licensed Clinical Psychologist.

She completed her internship at the Federal Correctional Complex in Petersburg and worked at Central State Hospital in Petersburg as a Forensic Psychologist, Evaluator, and Chief Forensic Coordinator before moving to VADOC. She is the mother of 4 children.

TOPICS

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She holds a BS in Business Administration from Columbia Union College; received a fellowship to the Harvard Kennedy School of Government, and completed a Master's degree in Leadership and Innovation from Marymount University. She also holds a Master's certificate in Executive Coaching from George Washington University.



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September 29, 2015

Women in Public Service Conference Agenda

<u>Date</u>	<u>Start Time</u>	<u>End Time</u>	<u>Function</u>	<u>Description</u>
9/29/2015	7:00 AM	8:00 AM	Breakfast	Continental Breakfast
9/29/2015	8:00 AM	9:00 AM	Opening Ceremony	Tonya Chapman Deputy Secretary of Public Safety and Homeland Security
Concurrent Sessions I				
9/29/2015	09:15 AM	10:45 AM	Break Out	Linda Willing "Standing Up and Standing Out"
9/29/2015	09:15 AM	10:45 AM	Break Out	Michael Wriston "The Art of the Difficult Conversation"
9/29/2015	09:15 AM	10:45 AM	Break Out	Sheriff BJ Roberts "The Pyramid of Leadership"
11:00 AM - 12:30 PM Concurrent Sessions I (Repeat)				
12:30 pm - 01:30 pm Lunch Provided				
9/29/2015	01:45 PM	03:15 PM	Break Out	Lisa Baker "How to deal with personnel issues and counseling the employee regarding the issues"
9/29/2015	01:45 PM	03:15 PM	Break Out	Susan Williams "Finding Your Voice"
9/29/2015	01:45 PM	03:15 PM	Break Out	Sharelle Higgins "The Glass Ceiling.....Ouchbby That Hurt!"
3:30 PM - 5:00 PM Concurrent Sessions I (Repeat)				
9/29/2015	7:00 PM	10:00 PM	Social/ Networking Event	Roger Brown's



September 30, 2015

Women in Public Service Conference Agenda

<u>Date</u>	<u>Start Time</u>	<u>End Time</u>	<u>Function</u>	<u>Description</u>
9/30/2015	7:00 AM	8:30 AM	Breakfast	Continental Breakfast
Concurrent Sessions I				
9/30/2015	08:45 AM	10:15 AM	Break Out	Mary Beth Michos "The Power of Positive"
9/30/2015	08:45 AM	10:15 AM	Break Out	Barbara Russo "The Impact of Organizational Culture on the Advancement of Women in the Public Services"
9/30/2015	08:45 AM	10:15 AM	Break Out	Michael Wriston "The Art of Encouragement"
10:30 AM - 12:00 PM Concurrent Sessions I (Repeat)				
12:00 pm - 1:00 pm				
Concurrent Sessions II				
9/30/2015	01:15 PM	02:45 PM	Break Out	Art Jackson "The Keys To Great Speaking"
9/30/2015	01:15 PM	02:45 PM	Break Out	Deputy Chief Teresa Everett "Building Confidence in your Own Leadership – Are You Ready to Lead?"
9/30/2015	01:15 PM	02:45 PM	Break Out	Nicolle Harding "A Visionary Leader – How to Build a Winning Team"
3:00 PM – 4:30 PM Concurrent Sessions II (Repeat)				